

CITY OF CHULA VISTA PROPOSAL TO IAFF  
REGARDING STRIKE TEAM COMPENSATION

PROPOSAL #\_\_\_\_  
DATE: July 23, 2013

PROPOSALS:

The City submits the instant proposal regarding Strike Team Compensation.

CURRENT LANGUAGE:

**ARTICLE 2.05      STRIKE TEAM COMPENSATION**

Unit employees who are assigned to continuous non-relief strike team assignments outside San Diego County shall receive premium overtime compensation of one and one-half times the employees regular rate of pay beginning from the end of their first regularly assigned work shift until they return to the fire station. This provision shall only apply in those situations where the City is reimbursed for both the unit member performing on the strike team and the unit member that is backfilling at the station for the strike team member.

CONCERN:

PROPOSAL:

Strike Team Compensation shall be as follows:

1. Unit-IAFF represented employees who are assigned to continuous non-relief strike team assignments outside San Diego County shall receive their regular rate of pay on days they are ordinarily scheduled to work and, on days they are not regularly scheduled work, they shall receive premium overtime compensation of one and one-half times the employees regular rate of pay. Eligibility for strike team compensation shall begin~~ing~~ when they report for duty from the end of their first regularly assigned work shift until they return to the fire station.

2. This provision shall only apply in those situations where the City is reimbursed from Cal EMA "Personnel Reimbursement" for both the unit member performing on the strike team and the unit member that is backfilling at the station for the strike team member. City General Funds, other City funding sources, or other Cal EMA reimbursements for strike team deployment to the City, such as administrative allowances and equipment allowances, are not to be used to fund strike team compensation.

## RESULTS:

The changes ensure that strike team compensation is paid for by Cal EMA reimbursements that are solely for personnel costs and not from the general fund or other Cal EMA reimbursements related to strike teams.